

Message Text

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ACTION NEA-10

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R 140730Z APR 77

FM AMEMBASSY MANAMA

TO SECSTATE WASHDC 4495

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E.O. 11652: N/A

TAGS : PFOR, BA

SUBJECT : BAHRAIN: PARM - ANNUAL POLICY AND RESOURCES
ASSESSMENT -- PARTS II AND III

REFS : (A) CERP-0001 (B) MANAMA 779

PART II -- RESOURCES ASSESSMENTS

A. STATE

1. THE KEY TO MOST EFFECTIVE UTILIZATION OF AMERICAN PERSONNEL IN A POST THIS SMALL IS ABILITY TO GET AND KEEP THE BEST LOCAL EMPLOYEES THE MARKET HAS TO OFFER. IT IS THE PERFORMANCE OF THREE OR FOUR KEY LOCAL EMPLOYEES WHICH MAKES IT POSSIBLE FOR AMERICAN OFFICERS TO STAY ON TOP OF THEIR MAJOR RESPONSIBILITIES AND AT SAME TIME HANDLE THE VARIETY OF OTHER TASKS/ FUNCTIONS WHICH INEVITABLY COME THEIR WAY.

2. FOR EXAMPLE, IF ECON/COMMERCIAL OFFICER DID NOT HAVE TWO
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EXCELLENT LOCALS HE COULD NOT PERFORM WELL IN HIS MAJOR ROLE AND AT SAME TIME HANDLE HIS OTHER ROLES OF, INTER ALIA, CHARGE, AID AND PEACE CORPS LIAISON, FMS CASE OFFICER, ALTERNATE CERTIFYING OFFICER, AND LATERNATE TO PAO WHO COVERS QATAR AS WELL AS BAHRAIN AND IS OFTEN AWAY FROM POST.

3. SPECIFICALLY, WE MUST BE PREPARED TO PAY TOP DOLLAR, NOT

JUST GOING RATE DETERMINED BY A SURVEY, IF WE ARE GOING TO KEEP GOOD LOCALS IN A LABOR MARKET MARKED BY A SMALL SUPPLY OF SKILLED PEOPLE AND SYKROCKETING DEMAND FOR THEIR SERVICES. IN THIS MARKET WE MUST BE PREPARED TO REACT QUICKLY AND ADEQUATELY TO OFFERS COMPETITIVE EMPLOYERS MAY MAKE TO OUR BEST LOCAL EMPLOYEES. IF WE CANNOT KEEP THE RARE "GRADE A" LOCAL EMPLOYEE, ALTERNATIVE IS EITHER POOR PERFORMANCE IN SOME FUNCTIONS OR NEED FOR ADDITIONAL AMERICAN AND LOCAL POSITIONS.

4. ANOTHER KEY TO POST'S ABILITY TO DO A GOOD JOB WITHIN PRESENT RESOURCE LEVELS IS ACCESS TO LARGE POOL OF LOCALLY RESIDENT AMERICANS. FOREIGN SERVICE INSPECTORS HAVE RECOMMENDED THAT GULF POSTS BE ALLOWED TO HIRE AMERICANS LOCALLY AND WE HOPE THIS IS APPROVED. ENGLISH LANGUAGE AND OTHER SKILLS AN EMBASSY NEEDS ARE NOT OFTEN AVAILABLE IN ADEQUATE QUANTITY OR QUALITY AMONG INDIGENOUS POPULATION IN A COUNTRY THIS SIZE. BUT THERE ARE SIXTY PLUS U.S. FIRMS HERE AND AMONG THEIR PERSONNEL ARE MANY DEPENDENT WIVES WHO COULD HELP FILL OUR NEEDS IN THE FUTURE.

5. IF POST CAN KEEP ITS BEST LOCALS, AND HIRE GOOD ONES TO FILL FUTURE VACANCIES, THEN PRESENT AMERICAN STAFFING LEVEL, THOUGH SPARE, SHOULD BE ADEQUATE TO PURSUE OVER NEXT FEW YEARS COURSES OF ACTION OUTLINED IN PART I. AMBASSADOR ACTS AS POLITICAL OFFICER AND HIS ACCESS WITHIN THIS SMALL, CLOSELY-KNIT SOCIETY OBIVIATES NEED FOR SEPARATE POLITICAL OFFICER POSITION. DCM IS NOT NEEDED HERE PROVIDED SUCCESSIVE ECON/COMMERCIAL OFFICERS ARE MATURE OFFICERS OF LIMITED OFFICIAL USE

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WIDE AND SUCCESSFUL EXPERIENCE. RECENTLY ESTABLISHED ADMINISTRATIVE SPECIALIST POSITON, AND ADDITIONAL TCU POSITION TO BE ESTABLISHED SUMMER 1977, PUT POST ON SOLID ADMINISTRATIVE AND COMMUNICATIONS FOOTING. ONE AMERICAN SECRETARY IS ADEQUATE, PROVIDED INCUMBENT IS EXPERIENCED, TOP-NOTCH PROFESSIONAL. CONSULAR SECTION IS WELL STAFFED BUT, AGAIN, KEEPING IT THAT WAY WILL DEPEND A GREAT DEAL ON GOOD LOCAL CONSULAR ASSISTANT.

6. THIS PARM EXERCISE HAS LED US TO CONCLUSION THAT BAHRAIN'S GROWTH AS REGIONAL BUSINESS AND FINANCE CENTER WILL MAKE INCREASING DEMANDS ON ECON/COMMERCIAL SECTION IN THE FUTURE. WE BELIEVE THESE CAN BE HANDLED BY REPROGRAMMING SUGGESTED BELOW IN PART III.

B. OTHER AGENCY PROGRAMS AND RESOURCES LEVELS

1. OVER PAST YEAR MISSION HAS BEEN EXPANED BY ADDITION OF USIS POST, WHICH ALSO SERVES QATAR, AND REGIONAL AID ATTACHE WITH AMERICAN SECRETARY. ALSO, PEACE CORPS HERE HAS TRIPLED

IN SIZE TO SOME THIRTY-FIVE VOLUNTEERS AND OFFICE STAFF OF THREE. EMBASSY ALSO PROVIDED SOME SUPPORT FOR GROUP OF AID TECHNICAL ADVISORS HERE IN A PROGRAM WHICH WILL BE COMPLETED, AND THE ADVISERS GONE, DURING FY-79. POST STAFFING IS JUST ADEQUATE TO PROVIDE SUPPORT FOR THESE AGENCIES; ANY FURTHER ADDITIONS WOULD REQUIRE ADDITIONAL STAFF.

2. USIS POST IS NOW FULLY OPERATIONAL AND ADEQUATELY STAFFED AND FUNDED FOR ITS MISSION IN SUPPORT OF PART I COURSES OF ACTION. PEACE CORPS IS POPULAR WITH GOVERNMENT HERE AND, AFTER SOME GROWTH PROBLEMS, IS NOW WELL RUN AND A VALUABLE USG ASSET. AID REGIONAL ATTACHE WAS ESTABLISHED ONLY RECENTLY, INCUMBENT ARRIVED OCTOBER 1976, AND IS IN A SENSE AN EXPERIMENTAL POSITION. QUESTIONS TO BE ANSWERED ARE

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R 140730Z APR 77
FM AMEMBASSY MANAMA
TO SECSTATE WASHDC 4496

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WHETHER AMOUNT OF REIMBURSABLE TECHNICAL ASSISTANCE HE IS ABLE TO SELL IN THE GULF IS WORTH THE PRICE OF MAINTAINING HIM HERE, AND WHETHER JOB COULD BE DONE AS WELL FROM WASHINGTON. POSTS SERVED BY REGIONAL ATTACHE AND AID SHOULD BE IN POSITION TO ANSWER THESE QUESTIONS BY LATE 1977. REGIONAL ATTACHE IS NOT PARTICULARLY IMPORTANT IN BAHRAIN SINCE GOB DOES BETTER THAN ITS NEIGHBORS IN IDENTIFYING AND PROCURING ITS OWN NEEDS FOR TECHNICAL ASSISTANCE.

PART III STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING. NEED FOR GREATER ATTENTION TO POST'S ECONOMIC AND COMMERCIAL RESPONSIBILITIES, PARTICULARLY REPORTING

ON REGIONAL ACTIVITIES BASED HERE, COULD BE MET BY MOVING CONSULAR OFFICER POSITION (30-004), PRESENT INCUMBENT DAVID KELLING, TO AN ECON/COMMERCIAL OFFICER POSITION. WE HAVE CONSIDERED IMPACT OF THIS PROPOSAL ON CONSULAR WORKLOAD AND BELIEVE THAT NEED FOR ADDITIONAL RESOURCES IN ECON/COMMERCIAL SECTION JUSTIFIES INCREASED BUT BEARABLE BURDEN ON CONSULAR SECTION.

B. INCREASES/DECREASES
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PROJECTED FY-79 STAFFING LEVELS, BELOW, SHOW AN INCREASE OF THREE LOCAL POSITIONS. FOREIGN SERVICE INSPECTORS RECOMMENDED POST ACQUIRE TWO ADDITIONAL VEHICLES AND THESE, WHICH WE NEED, WOULD REQUIRE AN ADDITIONAL DRIVER. INSPECTORS ALSO RECOMMENDED A SECURITY GUARD. THIRD POSITION, A LOCAL "POKER", WOULD BE REQUIRED IF FORTHCOMING EXPERIMENT TO USE RECEPTIONIST TO PUNCHTAPES FOR UNCLASSIFIED MESSAGE IS NOT SUCCESSFUL.

C. LOWER PRIORITY POSITIONS: NOT APPLICABLE

D. MISSION STAFFING CHART

1. CURRENT FY 77

AGENCY/FUNCTION	AMER	AMER	FSL	FSL
	OFFICERS STAFF	PROFES. STAFF		
STATE				
EXECUTIVE	1	1	-	-
POLITICAL	-	1	-	-
ECON/COM'L	1	-	1	1
CONSULAR	2	-	1	-
ADMIN (OF WHICH)	2	2	4	4
COMMUNICATION	-	2		

OTHER AGENCIES:

USIS	1	-	-	1
AID	1	1	-	-
PEACE CORPS	2	0	1	0

2. PROJECTED FY 79

AGENCY/FUNCTION	AMER	AMER	FSL	FSL
	OFFICERS STAFF	PROFES. STAFF		
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STATE

EXECUTIVE	1	1	-	-
POLITICAL	-	1	-	-
ECON/COM'L	2	-	1	1
CONSULAR	1	-	1	-
ADMIN (OF WHICH)	2	3	5	6
COMMUNICATIONS	-	3	-	1
SECURITY	-	-	1	-

3. CURRENTY FY 77 ADMINISTRATIVE POSITIONS

	CORE	DAS
AMERICANS	3	1
LOCALS	5	2

4. PROJECTED FY 79

AMERICANS	4	1
LOCALS	7	2
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